

**Attachment J-6**

**Wage Determinations – Service Contract Labor Standards  
(formerly known as the Service Contract Act [SCA] and  
Construction Wage Rate Requirements  
(formerly known as the Davis-Bacon Act [DBA])**

**Service Contract Labor Standards (i.e., SCA) Wage  
Determinations**

**Wage Determination 2015-4461, Rev. 13  
Dated 04-30-2020**

**and**

**Wage Determination 2015-4465, Rev. 12  
Dated 08-21-2020**

2015446113

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-4461  
Revision No.: 13  
Date Of Last Revision: 04/30/2020

Note: Under Executive Order (EO) 13658, an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		29.19
01035 - Court Reporter		17.60
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.65
01043 - Customer Service Representative III		13.80
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79

2015446113

01060 - Dispatcher, Motor Vehicle	18.09
01070 - Document Preparation Clerk	14.01
01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	13.39
01112 - General Clerk II	14.49
01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	19.62
01141 - Messenger Courier	11.42
01191 - Order Clerk I	12.84
01192 - Order Clerk II	14.18
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.10
01300 - Scheduler, Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.60
01313 - Secretary III	19.62
01320 - Service Order Dispatcher	16.17
01410 - Supply Technician	29.19
01420 - Survey Worker	16.63
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.01
01612 - Word Processor II	15.73
01613 - Word Processor III	17.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.38
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.67
07041 - Cook I	10.30

2015446113

07042 - Cook II	11.88
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.98
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	12.92
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.16
11060 - Elevator Operator	11.16
11090 - Gardener	15.63
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer, Grounds Maintenance	12.00
11240 - Maid or Houseman	9.17
11260 - Pruner	10.73
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	19.19
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	29.24
12030 - EKG Technician	29.07
12035 - Electroneurodiagnostic Technologist	29.07
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.19
12073 - Licensed Practical Nurse III	21.39
12100 - Medical Assistant	14.12
12130 - Medical Laboratory Technician	22.52
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	17.36
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.16
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.52
12235 - Optical Dispenser	19.19

12236 - Optical Technician	17.15	
12250 - Pharmacy Technician	14.38	
12280 - Phlebotomist	16.21	
12305 - Radiologic Technologist	24.66	
12311 - Registered Nurse I	25.86	
12312 - Registered Nurse II	29.44	
12313 - Registered Nurse II, Specialist	29.44	
12314 - Registered Nurse III	35.62	
12315 - Registered Nurse III, Anesthetist	35.62	
12316 - Registered Nurse IV	42.69	
12317 - Scheduler (Drug and Alcohol Testing)	23.76	
12320 - Substance Abuse Treatment Counselor	23.76	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.51	
13012 - Exhibits Specialist II	24.18	
13013 - Exhibits Specialist III	29.58	
13041 - Illustrator I	19.03	
13042 - Illustrator II	23.59	
13043 - Illustrator III	28.85	
13047 - Librarian	26.77	
13050 - Library Aide/Clerk	12.22	
13054 - Library Information Technology Systems Administrator	24.18	
13058 - Library Technician	14.82	
13061 - Media Specialist I	17.44	
13062 - Media Specialist II	19.51	
13063 - Media Specialist III	21.76	
13071 - Photographer I	16.98	
13072 - Photographer II	18.99	
13073 - Photographer III	23.52	
13074 - Photographer IV	28.78	
13075 - Photographer V	34.81	
13090 - Technical Order Library Clerk	15.49	
13110 - Video Teleconference Technician	18.84	
14000 - Information Technology Occupations		
14041 - Computer Operator I	13.41	
14042 - Computer Operator II	16.20	
14043 - Computer Operator III	19.95	
14044 - Computer Operator IV	20.79	
14045 - Computer Operator V	24.54	
14071 - Computer Programmer I	(see 1)	24.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	13.41	

2015446113

14160 - Personal Computer Support Technician	20.79
14170 - System Support Specialist	24.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.76
15020 - Aircrew Training Devices Instructor (Rated)	36.00
15030 - Air Crew Training Devices Instructor (Pilot)	43.15
15050 - Computer Based Training Specialist / Instructor	29.76
15060 - Educational Technologist	30.75
15070 - Flight Instructor (Pilot)	43.15
15080 - Graphic Artist	27.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.02
15086 - Maintenance Test Pilot, Rotary Wing	41.02
15088 - Non-Maintenance Test/Co-Pilot	41.02
15090 - Technical Instructor	22.12
15095 - Technical Instructor/Course Developer	27.38
15110 - Test Proctor	18.04
15120 - Tutor	17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	12.13
16070 - Finisher, Flatwork, Machine	9.82
16090 - Presser, Hand	9.82
16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	12.80
16220 - Tailor	13.63
16250 - Washer, Machine	10.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.04
19040 - Tool And Die Maker	24.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.58
21030 - Material Coordinator	24.15
21040 - Material Expediter	24.15
21050 - Material Handling Laborer	12.99
21071 - Order Filler	12.69
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	16.60
21130 - Shipping/Receiving Clerk	16.60
21140 - Store Worker I	11.68
21150 - Stock Clerk	16.19
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.58
23019 - Aircraft Logs and Records Technician	18.44

2015446113

23021 - Aircraft Mechanic I	22.25
23022 - Aircraft Mechanic II	23.58
23023 - Aircraft Mechanic III	24.81
23040 - Aircraft Mechanic Helper	15.82
23050 - Aircraft, Painter	20.99
23060 - Aircraft Servicer	18.44
23070 - Aircraft Survival Flight Equipment Technician	20.99
23080 - Aircraft Worker	19.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.25
23110 - Appliance Mechanic	20.99
23120 - Bicycle Repairer	16.83
23125 - Cable Splicer	32.27
23130 - Carpenter, Maintenance	18.60
23140 - Carpet Layer	19.74
23160 - Electrician, Maintenance	22.97
23181 - Electronics Technician Maintenance I	19.74
23182 - Electronics Technician Maintenance II	20.99
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	18.44
23290 - Fire Alarm System Mechanic	22.25
23310 - Fire Extinguisher Repairer	17.13
23311 - Fuel Distribution System Mechanic	22.25
23312 - Fuel Distribution System Operator	17.13
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	18.44
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	17.13
23392 - Gunsmith II	19.74
23393 - Gunsmith III	22.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	22.25
23440 - Heavy Equipment Operator	18.30
23460 - Instrument Mechanic	22.25
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	12.99
23510 - Locksmith	20.99
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	15.82
23591 - Metrology Technician I	22.25
23592 - Metrology Technician II	23.58



2015446113

23593 - Metrology Technician III	24.81
23640 - Millwright	23.50
23710 - Office Appliance Repairer	20.99
23760 - Painter, Maintenance	20.99
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	22.25
23850 - Rigger	22.25
23870 - Scale Mechanic	19.74
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	19.74
23931 - Telecommunications Mechanic I	29.90
23932 - Telecommunications Mechanic II	31.68
23950 - Telephone Lineman	21.87
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	22.25
23970 - Woodcraft Worker	22.25
23980 - Woodworker	17.13
24000 - Personal Needs Occupations	
24550 - Case Manager	15.66
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	15.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	15.84
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	15.33
27040 - Detention Officer	15.84
27070 - Firefighter	17.27
27101 - Guard I	13.70
27102 - Guard II	15.33
27131 - Police Officer I	18.16
27132 - Police Officer II	20.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.75
28042 - Carnival Equipment Repairer	12.72
28043 - Carnival Worker	8.74

2015446113

28210 - Gate Attendant/Gate Tender	16.91
28310 - Lifeguard	14.77
28350 - Park Attendant (Aide)	18.92
28510 - Recreation Aide/Health Facility Attendant	13.81
28515 - Recreation Specialist	22.99
28630 - Sports Official	15.06
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	24.43
30051 - Cryogenic Technician I	26.37
30052 - Cryogenic Technician II	29.12
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	27.76
30095 - Evidence Control Specialist	23.81
30210 - Laboratory Technician	23.96
30221 - Latent Fingerprint Technician I	26.37
30222 - Latent Fingerprint Technician II	29.12
30240 - Mathematical Technician	27.76
30361 - Paralegal/Legal Assistant I	18.29
30362 - Paralegal/Legal Assistant II	23.16
30363 - Paralegal/Legal Assistant III	28.33
30364 - Paralegal/Legal Assistant IV	34.27
30375 - Petroleum Supply Specialist	29.12
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	29.12
30461 - Technical Writer I	25.63

2015446113

30462 - Technical Writer II	31.34
30463 - Technical Writer III	37.91
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	26.55
30502 - Weather Forecaster II	32.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.28
30621 - Weather Observer, Senior	(see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	15.10
31030 - Bus Driver	19.97
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	14.35
31310 - Taxi Driver	12.18
31361 - Truckdriver, Light	14.35
31362 - Truckdriver, Medium	15.45
31363 - Truckdriver, Heavy	22.66
31364 - Truckdriver, Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.08
99050 - Desk Clerk	10.00
99095 - Embalmer	26.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.35
99252 - Laboratory Animal Caretaker II	13.42
99260 - Marketing Analyst	31.13
99310 - Mortician	26.29
99410 - Pest Controller	20.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	13.14
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	14.76
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.67

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

2015446113

successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

2015446113

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization,

2015446113

modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

2015446113

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.



The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

2015446113

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE  
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director      Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4465

Revision No.: 12

Date of Last Revision: 08/21/2020

Note: Under Executive Order (EO) 13658, an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Lincoln, McDuffie, Richmond  
South Carolina Counties of Aiken, Edgefield

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14 .55
01012 - Accounting Clerk II		16 .33
01013 - Accounting Clerk III		18 .27
01020 - Administrative Assistant		25 .29
01035 - Court Reporter		18 .64
01041 - Customer Service Representative I		11 .43
01042 - Customer Service Representative II		12 .85
01043 - Customer Service Representative III		14 .02
01051 - Data Entry Operator I		13 .68
01052 - Data Entry Operator II		14 .92
01060 - Dispatcher, Motor Vehicle		20 .04
01070 - Document Preparation Clerk		14 .84
01090 - Duplicating Machine Operator		14 .84
01111 - General Clerk I		13 .39
01112 - General Clerk II		14 .49
01113 - General Clerk III		16 .21
01120 - Housing Referral Assistant		20 .78

01141 - Messenger Courier	11 .44
01191 - Order Clerk I	15 .08
01192 - Order Clerk II	17 .16
01261 - Personnel Assistant (Employment) I	16 .55
01262 - Personnel Assistant (Employment) II	18 .52
01263 - Personnel Assistant (Employment) III	20 .65
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10
01300 - Scheduler, Maintenance	16 .66
01311 - Secretary I	16 .66
01312 - Secretary II	18 .64
01313 - Secretary III	20 .78
01320 - Service Order Dispatcher	17 .91
01410 - Supply Technician	25 .29
01420 - Survey Worker	15 .66
01460 - Switchboard Operator/Receptionist	12 .90
01531 - Travel Clerk I	12 .32
01532 - Travel Clerk II	13 .59
01533 - Travel Clerk III	14 .67
01611 - Word Processor I	14 .84
01612 - Word Processor II	16 .66
01613 - Word Processor III	18 .64

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	20 .57
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .71
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .48
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .87
05220 - Motor Vehicle Mechanic Helper	13 .98
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .73
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	13 .61
05400 - Transmission Repair Specialist	19 .16

**07000 - Food Preparation And Service Occupations**

07010 - Baker	12 .13
07041 - Cook I	12 .67
07042 - Cook II	14 .62
07070 - Dishwasher	9 .07

07130 - Food Service Worker	9 .43
07210 - Meat Cutter	16 .05
07260 - Waiter/Waitress	9 .04
<b>09000 - Furniture Maintenance And Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17 .84
09040 - Furniture Handler	12 .10
09080 - Furniture Refinisher	17 .84
09090 - Furniture Refinisher Helper	13 .88
09110 - Furniture Repairer, Minor	15 .74
09130 - Upholsterer	17 .84
<b>11000 - General Services And Support Occupations</b>	
11030 - Cleaner, Vehicles	12 .06
11060 - Elevator Operator	10 .89
11090 - Gardener	16 .02
11122 - Housekeeping Aide	10 .89
11150 - Janitor	10 .89
11210 - Laborer, Grounds Maintenance	12 .13
11240 - Maid or Houseman	9 .22
11260 - Pruner	10 .74
11270 - Tractor Operator	14 .76
11330 - Trail Maintenance Worker	12 .13
11360 - Window Cleaner	12 .30
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	15 .97
12011 - Breath Alcohol Technician	17 .19
12012 - Certified Occupational Therapist Assistant	25 .94
12015 - Certified Physical Therapist Assistant	26 .46
12020 - Dental Assistant	18 .84
12025 - Dental Hygienist	29 .39
12030 - EKG Technician	32 .88
12035 - Electroneurodiagnostic Technologist	32 .88
12040 - Emergency Medical Technician	15 .97
12071 - Licensed Practical Nurse I	16 .26
12072 - Licensed Practical Nurse II	18 .20
12073 - Licensed Practical Nurse III	20 .29
12100 - Medical Assistant	14 .92
12130 - Medical Laboratory Technician	22 .86
12160 - Medical Record Clerk	19 .54
12190 - Medical Record Technician	21 .86
12195 - Medical Transcriptionist	17 .30
12210 - Nuclear Medicine Technologist	34 .15
12221 - Nursing Assistant I	11 .55

12222 - Nursing Assistant II	12 .98
12223 - Nursing Assistant III	14 .16
12224 - Nursing Assistant IV	15 .90
12235 - Optical Dispenser	15 .69
12236 - Optical Technician	14 .93
12250 - Pharmacy Technician	14 .42
12280 - Phlebotomist	15 .45
12305 - Radiologic Technologist	28 .82
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .44
12313 - Registered Nurse II, Specialist	29 .44
12314 - Registered Nurse III	35 .62
12315 - Registered Nurse III, Anesthetist	35 .62
12316 - Registered Nurse IV	42 .69
12317 - Scheduler (Drug and Alcohol Testing)	22 .54
12320 - Substance Abuse Treatment Counselor	22 .25

### **13000 - Information And Arts Occupations**

13011 - Exhibits Specialist I	22 .54
13012 - Exhibits Specialist II	27 .91
13013 - Exhibits Specialist III	34 .15
13041 - Illustrator I	22 .54
13042 - Illustrator II	27 .91
13043 - Illustrator III	34 .15
13047 - Librarian	30 .92
13050 - Library Aide/Clerk	12 .20
13054 - Library Information Technology Systems Administrator	27 .91
13058 - Library Technician	16 .35
13061 - Media Specialist I	20 .14
13062 - Media Specialist II	22 .54
13063 - Media Specialist III	25 .12
13071 - Photographer I	18 .07
13072 - Photographer II	20 .24
13073 - Photographer III	25 .09
13074 - Photographer IV	30 .71
13075 - Photographer V	37 .04
13090 - Technical Order Library Clerk	15 .74
13110 - Video Teleconference Technician	18 .92

### **14000 - Information Technology Occupations**

14041 - Computer Operator I	16 .22
14042 - Computer Operator II	19 .60
14043 - Computer Operator III	24 .14
14044 - Computer Operator IV	25 .16
14045 - Computer Operator V	29 .69

14071 - Computer Programmer I	(see 1)	24 .88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16 .22
14160 - Personal Computer Support Technician		25 .16
14170 - System Support Specialist		28 .18

**15000 - Instructional Occupations**

15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .76
15020 - Aircrew Training Devices Instructor (Rated)		36 .00
15030 - Air Crew Training Devices Instructor (Pilot)		43 .15
15050 - Computer Based Training Specialist / Instructor		29 .76
15060 - Educational Technologist		33 .86
15070 - Flight Instructor (Pilot)		43 .15
15080 - Graphic Artist		22 .19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42 .68
15086 - Maintenance Test Pilot, Rotary Wing		42 .68
15088 - Non-Maintenance Test/Co-Pilot		42 .68
15090 - Technical Instructor		23 .64
15095 - Technical Instructor/Course Developer		28 .92
15110 - Test Proctor		19 .09
15120 - Tutor		19 .09

**16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations**

16010 - Assembler		9 .59
16030 - Counter Attendant		9 .59
16040 - Dry Cleaner		11 .56
16070 - Finisher, Flatwork, Machine		9 .59
16090 - Presser, Hand		9 .59
16110 - Presser, Machine, Drycleaning		9 .59
16130 - Presser, Machine, Shirts		9 .59
16160 - Presser, Machine, Wearing Apparel, Laundry		9 .59
16190 - Sewing Machine Operator		12 .21
16220 - Tailor		12 .89
16250 - Washer, Machine		10 .23

**19000 - Machine Tool Operation And Repair Occupations**

19010 - Machine-Tool Operator (Tool Room)		19 .97
19040 - Tool And Die Maker		24 .97

**21000 - Materials Handling And Packing Occupations**

21020 - Forklift Operator	17 .58
21030 - Material Coordinator	24 .15
21040 - Material Expediter	24 .15
21050 - Material Handling Laborer	11 .58
21071 - Order Filler	11 .54
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	17 .24
21130 - Shipping/Receiving Clerk	17 .24
21140 - Store Worker I	11 .49
21150 - Stock Clerk	16 .35
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

### **23000 - Mechanics And Maintenance And Repair Occupations**

23010 - Aerospace Structural Welder	28 .50
23019 - Aircraft Logs and Records Technician	22 .48
23021 - Aircraft Mechanic I	26 .98
23022 - Aircraft Mechanic II	28 .50
23023 - Aircraft Mechanic III	30 .00
23040 - Aircraft Mechanic Helper	19 .50
23050 - Aircraft, Painter	25 .37
23060 - Aircraft Servicer	22 .48
23070 - Aircraft Survival Flight Equipment Technician	25 .37
23080 - Aircraft Worker	23 .58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23 .58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26 .98
23110 - Appliance Mechanic	20 .31
23120 - Bicycle Repairer	16 .53
23125 - Cable Splicer	33 .44
23130 - Carpenter, Maintenance	19 .02
23140 - Carpet Layer	18 .78
23160 - Electrician, Maintenance	21 .71
23181 - Electronics Technician Maintenance I	27 .26
23182 - Electronics Technician Maintenance II	28 .93
23183 - Electronics Technician Maintenance III	30 .78
23260 - Fabric Worker	18 .72
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	17 .33
23311 - Fuel Distribution System Mechanic	22 .18
23312 - Fuel Distribution System Operator	17 .29
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	26 .98
23381 - Ground Support Equipment Servicer	22 .48
23382 - Ground Support Equipment Worker	23 .58
23391 - Gunsmith I	17 .33



23392 - Gunsmith II	20 .00
23393 - Gunsmith III	22 .58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .79
23430 - Heavy Equipment Mechanic	25 .15
23440 - Heavy Equipment Operator	17 .76
23460 - Instrument Mechanic	22 .58
23465 - Laboratory/Shelter Mechanic	21 .23
23470 - Laborer	11 .58
23510 - Locksmith	18 .60
23530 - Machinery Maintenance Mechanic	26 .32
23550 - Machinist, Maintenance	22 .85
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	22 .58
23592 - Metrology Technician II	23 .94
23593 - Metrology Technician III	25 .19
23640 - Millwright	23 .75
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	16 .96
23790 - Pipefitter, Maintenance	22 .58
23810 - Plumber, Maintenance	21 .23
23820 - Pneudraulic Systems Mechanic	22 .58
23850 - Rigger	22 .58
23870 - Scale Mechanic	20 .00
23890 - Sheet-Metal Worker, Maintenance	24 .84
23910 - Small Engine Mechanic	18 .99
23931 - Telecommunications Mechanic I	25 .65
23932 - Telecommunications Mechanic II	27 .19
23950 - Telephone Lineman	21 .60
23960 - Welder, Combination, Maintenance	21 .14
23965 - Well Driller	22 .58
23970 - Woodcraft Worker	22 .58
23980 - Woodworker	17 .33

**24000 - Personal Needs Occupations**

24550 - Case Manager	13 .09
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	10 .69
24620 - Family Readiness And Support Services Coordinator	13 .09
24630 - Homemaker	15 .32

**25000 - Plant And System Operations Occupations**

25010 - Boiler Tender	28 .99
25040 - Sewage Plant Operator	20 .87

25070 - Stationary Engineer		28 .99
25190 - Ventilation Equipment Tender		20 .49
25210 - Water Treatment Plant Operator		20 .87
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		15 .06
27007 - Baggage Inspector		15 .96
27008 - Corrections Officer		17 .76
27010 - Court Security Officer		18 .73
27030 - Detection Dog Handler		17 .85
27040 - Detention Officer		17 .76
27070 - Firefighter		18 .51
27101 - Guard I		15 .96
27102 - Guard II		17 .85
27131 - Police Officer I		19 .92
27132 - Police Officer II		22 .13
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		12 .29
28042 - Carnival Equipment Repairer		13 .33
28043 - Carnival Worker		8 .94
28210 - Gate Attendant/Gate Tender		15 .73
28310 - Lifeguard		11 .34
28350 - Park Attendant (Aide)		17 .60
28510 - Recreation Aide/Health Facility Attendant		12 .85
28515 - Recreation Specialist		20 .65
28630 - Sports Official		14 .03
28690 - Swimming Pool Operator		17 .62
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		27 .42
29020 - Hatch Tender		27 .42
29030 - Line Handler		27 .42
29041 - Stevedore I		25 .67
29042 - Stevedore II		29 .11
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39 .89
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .50
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .29
30021 - Archeological Technician I		20 .28
30022 - Archeological Technician II		22 .69
30023 - Archeological Technician III		28 .11
30030 - Cartographic Technician		27 .87
30040 - Civil Engineering Technician		26 .72

30051 - Cryogenic Technician I		26 .48
30052 - Cryogenic Technician II		29 .24
30061 - Drafter/CAD Operator I		20 .28
30062 - Drafter/CAD Operator II		22 .69
30063 - Drafter/CAD Operator III		25 .28
30064 - Drafter/CAD Operator IV		29 .85
30081 - Engineering Technician I		17 .77
30082 - Engineering Technician II		20 .10
30083 - Engineering Technician III		22 .53
30084 - Engineering Technician IV		27 .93
30085 - Engineering Technician V		32 .62
30086 - Engineering Technician VI		37 .46
30090 - Environmental Technician		30 .54
30095 - Evidence Control Specialist		23 .91
30210 - Laboratory Technician		25 .96
30221 - Latent Fingerprint Technician I		26 .48
30222 - Latent Fingerprint Technician II		29 .24
30240 - Mathematical Technician		27 .76
30361 - Paralegal/Legal Assistant I		18 .68
30362 - Paralegal/Legal Assistant II		23 .14
30363 - Paralegal/Legal Assistant III		28 .31
30364 - Paralegal/Legal Assistant IV		34 .24
30375 - Petroleum Supply Specialist		29 .24
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		29 .24
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		25 .35
30492 - Unexploded Ordnance (UXO) Technician II		30 .67
30493 - Unexploded Ordnance (UXO) Technician III		36 .76
30494 - Unexploded (UXO) Safety Escort		25 .35
30495 - Unexploded (UXO) Sweep Personnel		25 .35
30501 - Weather Forecaster I		29 .85
30502 - Weather Forecaster II		36 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .28
30621 - Weather Observer, Senior	(see 2)	26 .00

### **31000 - Transportation/Mobile Equipment Operation Occupations**

31010 - Airplane Pilot		30 .67
31020 - Bus Aide		11 .44
31030 - Bus Driver		15 .00
31043 - Driver Courier		15 .11
31260 - Parking and Lot Attendant		9 .90
31290 - Shuttle Bus Driver		16 .39

31310 - Taxi Driver	11 .80
31361 - Truckdriver, Light	16 .39
31362 - Truckdriver, Medium	17 .71
31363 - Truckdriver, Heavy	18 .85
31364 - Truckdriver, Tractor-Trailer	18 .85

**99000 - Miscellaneous Occupations**

99020 - Cabin Safety Specialist	14 .95
99030 - Cashier	9 .43
99050 - Desk Clerk	10 .00
99095 - Embalmer	26 .29
99130 - Flight Follower	25 .35
99251 - Laboratory Animal Caretaker I	13 .00
99252 - Laboratory Animal Caretaker II	14 .11
99260 - Marketing Analyst	26 .78
99310 - Mortician	26 .29
99410 - Pest Controller	16 .41
99510 - Photofinishing Worker	13 .32
99710 - Recycling Laborer	16 .11
99711 - Recycling Specialist	19 .54
99730 - Refuse Collector	14 .39
99810 - Sales Clerk	11 .03
99820 - School Crossing Guard	13 .04
99830 - Survey Party Chief	20 .77
99831 - Surveying Aide	13 .52
99832 - Surveying Technician	18 .47
99840 - Vending Machine Attendant	17 .92
99841 - Vending Machine Repairer	22 .45
99842 - Vending Machine Repairer Helper	17 .92

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

**DBA Wage Determination**

**General Decision Number: SC20200002**

**Modification No. 2**

**Dated 08-14-2020**

"General Decision Number: SC20200002 08/14/2020

Superseded General Decision Number: SC20190002

State: South Carolina

Construction Types: Building, Heavy and Highway

Counties: Aiken, Allendale and Barnwell Counties in South Carolina.

SAVANNAH RIVER SITE ONLY

BUILDING CONSTRUCTION PROJECTS (does not include single family homes and apartments up to and including 4 stories)

HEAVY CONSTRUCTION PROJECTS (includes sewer & water line projects, and drainage projects)

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).



Modification Number	Publication Date
0	01/03/2020
1	03/13/2020
2	08/14/2020

\* SUSC2011-002 10/25/2011

	Rates	Fringes
Asbestos abatement worker/hazardous material handler includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not.....\$ 14.01		.25
Asbestos worker/insulator includes application of all insulating materials, protective coverings, coatings & finishes to all types of mechanical systems. \$ 28.02		18.09
Boilermaker.....\$ 30.49		23.22
Bricklayer.....\$ 26.31		13.15
Carpenter.....\$ 28.91		12.71
Cement mason.....\$ 25.44		13.10
Electrician		
Cable Splicer.....\$ 30.50		15.83
Groundman.....\$ 20.06		15.83
Lineman.....\$ 29.50		15.83
Elevator constructor.....\$ 41.90		35.25
Glazier.....\$ 24.50		12.54

Ironworker.....	\$ 30.57	14.12
Laborers:		
Concrete & building.....	\$ 20.08	9.87
Hazardous waste verifier.....	\$ 20.83	9.87
Mortar mixer.....	\$ 20.33	9.87
Nozzleperson.....	\$ 20.58	9.87
Pipelayer.....	\$ 20.33	9.87
Pneumatic concrete gun operator.....	\$ 20.58	9.87
Pneumatic tool operator.....	\$ 20.33	9.87
Tool facility operator.....	\$ 20.83	9.87
Machinist.....	\$ 40.50	9.46
Millwright.....	\$ 29.27	16.00
Painter		
Composite rate applies to all work performed by journeyman painters and sign painters except when engaged in industrial premium work.....	\$ 24.50	12.54
Piledriver.....	\$ 29.16	12.66
Pipefitter.....	\$ 32.13	15.66
Plasterer.....	\$ 25.44	13.10
Power equipment operators:		
Air compressor; concrete mixer (10 s or less); conveyor; elevator; hoist, 1-drum; light plant; motor crane driver and oiler; roller; tractor (50 hp and over).....	\$ 26.80	13.97
Backhoe; central mixing plant; concrete placing machine; crane, derrick, dragline; hoist, 2-drum; motor grader; shovel; sideboom tractor; tower/pedestal crane; hoist, 1-drum (hoisting		

personnel); mechanic (diesel & gas); maxi grinder.....	\$ 32.29	13.97
Batch plant; bulldozer; concrete mixer (over 10 s); distributor (bituminous surfaces); end loader; fork lift truck; lead oiler; pan scraper; paving machine; pumpcrete; trenching machine; well drill.....	\$ 29.71	13.97
Fireman (Boiler).....	\$ 23.57	13.97
Mechanic (diesel & gas).....	\$ 32.29	13.97
Oiler.....	\$ 23.57	13.97
Pump (2-1/2 in. and over); tractor (under 50 hp); fireperson (boiler); oiler..	\$ 23.57	13.97
Roofer (built-up, composition and waterproofing).....	\$ 25.90	7.08
Sheet metal worker.....	\$ 31.38	15.18
Sprinkler fitter.....	\$ 29.64	21.42
Tile setter.....	\$ 26.31	13.15
Truck drivers: 2-1/2 tons & over, and special equipment.....	\$ 27.86	10.12
Oiler (light equipment and garage attendant).....	\$ 27.51	10.12
Under 2-1/2 tons.....	\$ 27.23	10.12
Footnote: Health & Welfare Weekly Rate:	\$300.28	

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WELDERS - Receive rate prescribed for craft performing  
operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave  
for Federal Contractors applies to all contracts subject to the  
Davis-Bacon Act for which the contract is awarded (and any  
solicitation was issued) on or after January 1, 2017. If this

contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

## History

- **Aug 14, 2020**[SC20200002 - Modification 2](#)
- **Aug 14, 2020**[SC20200002 - Modification 1](#)
- **Mar 13, 2020**[SC20200002 - Modification 0](#)